

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

KDE Employment Report

Applicable Statute or Regulation:

KRS 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); Executive Order 96-612, House Bill 727 (1998 General Assembly)

History/Background:

Existing Policy. The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. This percentage approaches the state minority student population. In addition, KRS 18A.138, passed in 1996, represented legislative confirmation of Governor Patton's Executive Order 96-612, which continued the State Affirmative Action Plan in force as in previous administrations.

The Department of Education's minority employment goal exceeds the Kentucky state government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and, 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

- The Kentucky Department of Education, as of the close of business, August 31, 2005, employed 664 full-time employees. (593 non-minority employees/89.3% and 71 minority employees/10.7%)
- The department's Frankfort-based full-time work force of 387 employees includes 343 non-minority employees/88.6% and 44 minority employees/11.4%.

During the two-month period from July 1, 2005, to August 31, 2005, there were:

- 44 appointments, 5 of whom were minority appointments
 - 10 appointments to leadership positions (1 minority)
 - 24 appointments to professional positions (2 minorities)
 - 10 appointments to support positions (2 minorities)
- 19 separations from employment, 5 of whom were minority employees

- 1 separation from a leadership position
- 10 separations from professional positions (4 minorities)
- 8 separations from support staff positions (1 minority)

The Kentucky Department of Education hiring is currently subject to a hiring freeze issued by Governor Fletcher's Executive Order 2003-023. This order implements a hiring freeze covering all vacant positions throughout state government and limits the establishment of new positions to those certified as necessary by the agency head and approved as such by the Governor and Secretary of the Personnel Cabinet.

The following notations are designed to provide clarification as we transition to a new reporting format:

- Full-Time Employee, for the purpose of this report, is defined as all KRS18A and all KRS161 employees.
- Data contained within this narrative and on the attached report has been calculated in a manner that differs from previous calculations. For the purpose of this report, **Leadership** is all non-graded, non-merit KBE/KDE employees; **Professional** reflects all positions, grade 15 and above, and **Support** includes all positions grade 14 and below.
- Due to the reorganization effective June 20, 2005, the Offices of Results Planning and Academic and Professional Development have been restructured into existing KDE offices. Further, the Office of Education Technology has moved from the Bureau of Learning and Results Services to the Bureau of Operations and Support.
- Appointments and separations are not mutually exclusive. As KDE employees are many times the successful candidates for positions, a single move may create a separation and an appointment. For the purpose of this report, a separation includes: resignations, retirements, transfers out of KDE and deaths.

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